

# AGENDA

## LABOR RELATIONS COMMITTEE

111 S. Michigan Ave., Rm. 200, Saginaw, MI 48602

**Monday, February 9, 2026 at 4:00 p.m.**

Members: Gerald Little-Chair, Sheldon Matthews-Vice-Chair, Denny Harris, Mark Piotrowski, Jack Tany  
Others: County Clerk, Administrator, HR Director, Finance Director, Civil/Labor Counsel, Board Staff

- I. Call to Order
- II. Welcome – Roll Call
- III. Correction/Approval of Minutes (*January 15, 2026 - Attached*)
- IV. Public Comment (*Speakers limited to 3 minutes*)
- V. Agenda

1. **Jennifer Broadfoot, HR Director, re:**

- **2-17-11** Employment Status Report, Exit Interviews, Employee Groups, and Retiree Employment Contracts covering the month of January 2026 (*Receive & File*)

2. **Christina Harrington, Health Officer, Health Department, re:**

- **2-17-12** Requesting approval to add a new 1.0 FTE PCN for a Community Information Exchange Coordinator position to 22160141

3. **Dave Gilbert, County Civil/Labor Counsel, re:**

- **2-17-13** Submitting a Memorandum of Understanding with Teamsters State County and Municipal Workers Local 214 to adopt a salary grade/schedule for T-5 level, to address the minimum wage increase and recruitment challenges for the Driver I position

4. Any other matters to come before the committee

- VI. Miscellaneous
- VII. Adjournment

# MINUTES

DRAFT

## LABOR RELATIONS COMMITTEE

111 S. Michigan Ave., Rm. 200, Saginaw, MI 48602

**Thursday, January 15, 2026 at 4:30 p.m.\***

Members: Gerald Little-Chair, Sheldon Matthews-Vice-Chair, Denny Harris, Mark Piotrowski, Jack Tany  
Others: Vanessa Guerra, Jennifer Broadfoot, Koren Thurston, Dave Gilbert, Mary McLaughlin, Suzy Koeplinger, Renee Sharkey and Catherine Hicks

- I. Call to Order – **Chair Little at 4:40 p.m.**
- II. Welcome – Roll Call
- III. Correction/Approval of Minutes (**December 8, 2025**)
  - **Moved by Matthews, seconded by Tany, to approve. Motion carried.**
- IV. Public Comment – **None**
- V. Agenda
  1. **Jennifer Broadfoot, HR Director, re:**
    - **1-20-17** Employment Status Report, Exit Interviews, Employee Groups, and Retiree Employment Contracts covering the month of December 2025
    - HR Director Broadfoot reported that one employee resignation was in the December Employee Status Report. Chairman Tany expressed his disappointment with losing quality employees even if it is for personal reasons.
    - **Moved by Matthews, seconded by Piotrowski, to receive and file. Motion carried. (Receive and file)**
  2. **Dave Gilbert, County Civil/Labor Counsel, re:**
    - **1-20-18** Submitting two (2) Memorandums of Understanding: (1) UAW Local 455 – Unit 48 to allow the Public Health Officer to increase pay step of the Nursing Program Supervisor; and (2) Teamsters Local 214 to allow the Public Health Officer to adjust pay step of newly hired nurses
    - Discussion was held with Civil Counsel, Dave Gilbert, and he asked the committee to amend the Memorandum of Understanding with UAW Local 455 Unit 48 to give the Health Officer discretion to ~~adjust~~ **increase** the pay step of the current Nursing Program Supervisor to the pay step of a newly hired Nurse and to remove the name of the current Supervisor, reflective of any new Public Health Nurse that is hired at anything other than the starting pay step, depending on their experience up to step 5 accordingly.
    - **Moved by Piotrowski, seconded by Tany, to approve 1-20-18 (1) as amended, changing the word “adjust” to “increase” and removing the name of the Supervisor in the language of the Memorandum of Understanding. Motion carried. (Board Report)**
    - **Moved by Matthews, seconded by Harris, to approve 1-20-18 (2) to allow the Public Health Officer to adjust the pay step of newly hired Public Health Nurses up to step 5 depending upon their experience. Motion carried. (Board Report)**

3. **Closed Session**

- Pursuant to MCL 15.268(c) of the Open Meetings Act, the committee will convene a Closed Session to discuss strategy connected with the negotiation of collective bargaining agreements
- ***Moved by Piotrowski, seconded by Tany, to enter closed session for the reason noted above. Motion carried by unanimous roll call vote at 4:47 p.m. Upon convening in open session at 4:56 p.m., Matthews moved, seconded by Piotrowski, to adopt the recommendation of Labor Counsel and forward the Collective Bargaining Agreement with POAM – Deputies to the full board. Motion carried with an abstention from Chairman Tany. (Board Report)***

4. Any other matters to come before the committee – None

VI. Miscellaneous – None

VII. Adjournment – ***Moved by Harris, seconded by Matthews, to adjourn; time being 4:58 p.m.***

Respectfully Submitted,  
Gerald Little, Committee Chair  
Vanessa Guerra, Committee Clerk



County of Saginaw

111 South Michigan Avenue  
Saginaw, MI 48602

Mary Catherine Hannah  
County Administrator

2-17-11

February 4, 2026

Commissioner Jack Tany, Chairman  
Saginaw County Board of Commissioners  
111 South Michigan Ave.  
Saginaw, MI 48602

SAGINAW COUNTY BOC  
FEB 4 '26 PM12:02

Re: Labor Relations Committee Employment Status Report

Dear Chairman Tany:

Pursuant to a request from the Labor Relations Committee, the Personnel Department is herein submitting the Employment Status Report for February, 2026. As you are aware, the Personnel Department has been conducting exit interviews when possible (i.e., dependent upon cooperation of the former employee), as employees conclude their employment or transfer to another Department. Statistics for January, 2026 have been compiled, summarized and are enclosed for review. Retirements are reported for the first of the month following an employee's retirement date. Retirees with current contracts to provide services are also listed.

I hope the enclosed report provides the Labor Committee with the information required. I will be available at the February, 2026 meeting to answer any questions regarding this report. Meanwhile, if you or any Commissioner has questions, please do not hesitate to contact me. Thank you.

Sincerely,

*Jennifer Broadfoot*

Jennifer Broadfoot  
HR Director

 (989) 790-5210

 administratorsoffice@saginawcounty.com

Employment Status Report –February, 2026

Name	Dept.	DOH	DOT	Title	Transfer Date	Dept.	Class From	Class To	Exit Int.	Reason
Williams, A.	Detention	9/15/25	1/26/26	DYS I	N/A	N/A	N/A	N/A	No	Resigned
Gransden, C.	Health	8/18/25	1/30/26	PH Nurse	N/A	N/A	N/A	N/A	Yes	Pay/slow pace of clinic
Roby, B.	District	6/25/25	N/A	Legal Clerk I	1/5/26	FOC	T07	T07	Yes	New position/ better fit

Retirees with Current Contract (January, 2026)

Name	Department	Retirement Date	Contract Expiration	Pay
Alan Kaufman (Kaufman Aviation)	H.W. Browne Airport	01/01/02	09/30/26	\$82,497 annually in 2026

Retirees Working as Needed (February 1, 2026) \*

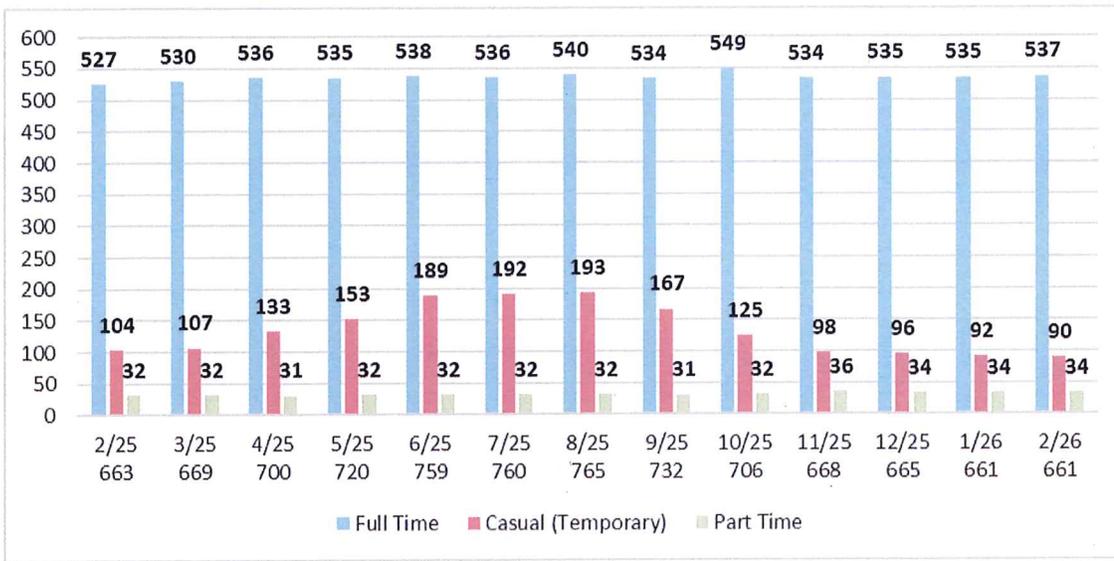
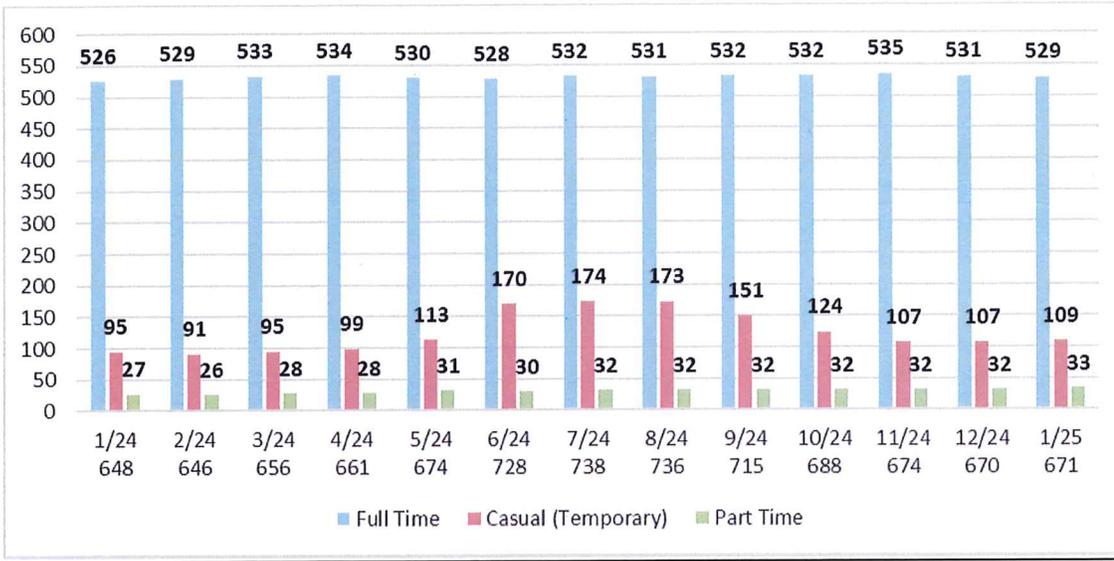
Name	Department	Retirement Date	Contract Expiration	Hourly Pay	Hours worked in January
Bethany Jacques	Health	7/1/19	September 30, 2026	\$50.00	34
Maureen Haas	Treasurer	1/1/25	September 16, 2026	\$35.00	16.25

\*This report does not include retired Court employees with a current contract.

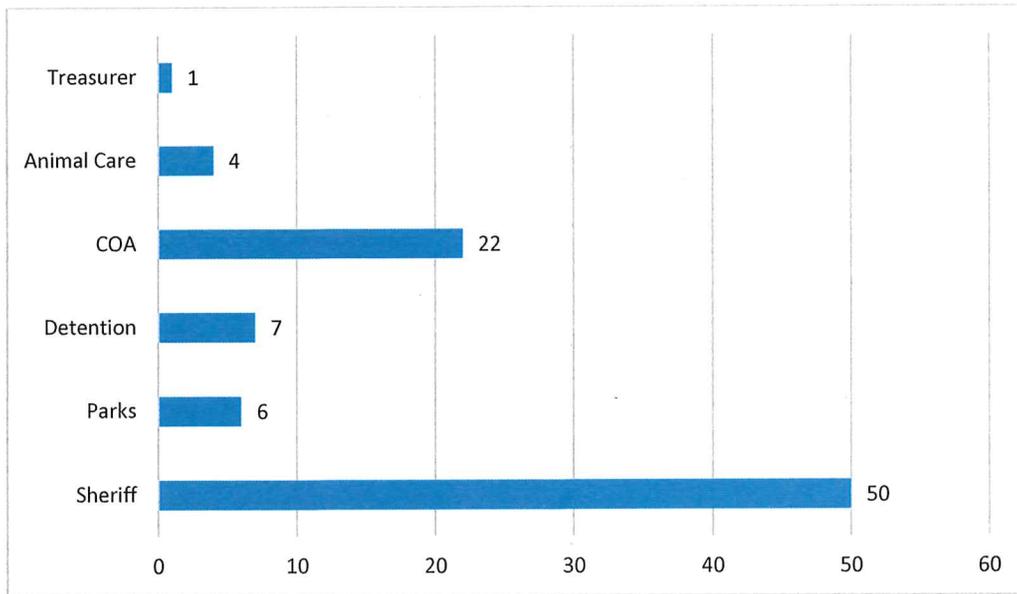
Summary of Exit Interviews –January, 2026

Mo./Yr.	Dept.	Why Leaving?	Are you satisfied with:			
			Pay?	Benefits?	Chance for Advancement?	Yrs. Service
1/26	Health	Starting pay too low; takes quite a long time to get to good nursing pay. Job is too slow for them; Clinic not open Monday/Friday which did not leave them a whole to do; is really good job but better fit for someone who does not want to work full-time	No	Yes – benefits are decent here	Don't know	5 mo.
1/26	District Ct.	Better opportunity; new position better fit for them.	Yes	Yes	Good	7 mo.

**Number of Employees (Reported for First of Month)**



Number of Temporary Employees by Department (February 1, 2026)



**Status Report**  
**Saginaw County Employee Groups**  
February 1, 2026

<b>Employee Group</b>	<b>Employees</b>	<b>Expiration of Contract</b>	<b>Status</b>
Commissioners	11	December 31, 2025	Set
Elected Officials	6	December 31, 2025	Set
Judges	12	State of Michigan Commission	Set
Non-Union	11	September 30, 2025 Annual via Budget	Set
UAW – Managers	65	9/30/2027	Set
UAW – Professionals	56	9/30/2027	Set
UAW – Clerical, Technical, & Paraprofessionals	20	9/30/2027	Set
COAM – Sheriff Unit II-Sergeants	15	9/30/2028	Set
POAM – Detention Youth Care Specialists	21	9/30/2027	Set
POAM – Prosecutors	19	9/30/2027	Set
POAM – Detention Center Supervisors	4	9/30/2027	Set
Teamsters – Health Dept./COA Employees	85	9/30/2027	Set
COAM – Sheriff Unit III- Captain/Lieutenants	5	9/30/2027	Set
POAM – Animal Shelter Employees	8	9/30/2027	Set
POAM – Probation Officers, Family Division	7	9/30/2027	Set
TPOAM – Courthouse Employees	138	9/30/2027	Set
Teamsters – Public Health Nurses	6	9/30/2027	Set
POAM – Sheriff Unit 1 (Deputies)	39	9/30/2028	Set
GELC – Probation Officers, District Court	5	9/30/2027	Set
POAM – Sheriff Unit 1 (Corrections/Clerical)	38	9/30/2027	Set
<b>Total</b>	<b>571</b>		





Christina A. Harrington, M.P.H.  
Health Officer



Delicia J. Pruitt, M.D., F.A.A.F.P.  
Medical Director

**LABOR  
RELATIONS**

February 3, 2026

Honorable Jack Tany, Chairman  
Board of Commissioners  
County of Saginaw  
111 S. Michigan Ave.  
Saginaw, MI 48602

2-17-12

SAGINAW COUNTY BOC  
FEB 3 '26 PM2:44

**RE: REQUEST TO ADD PCN (1.0 FTE) COMMUNITY INFORMATION EXCHANGE COORDINATOR**

Dear Chairman Tany:

Please permit this letter to serve as my request to meet with the Labor Relations Committee regarding the following matter:

- **Request for motion "to add a new 1.0 FTE PCN for a Community Information Exchange Coordinator Position to 22160141"**

I am requesting approval to add a CIE Coordinator position to the community health division of the department. We have been working over the past two years to build the technology and leverage an electronic platform to build a county wide community information exchange. As we near full implementation of this electronic referral system, we need a staff coordinator to perform ongoing CIE oversight. This position is currently budgeted within a MDHHS grant to cover all salary and fringes - \$132,444 for FY26.

I can attend the Labor Relations Committee to answer any questions about this request. Thank you for your consideration in this matter.

Sincerely,

Christina A. Harrington, MPH  
Health Officer

**GILBERT & SMITH, P.C.**  
ATTORNEYS AT LAW

721 SOUTH MICHIGAN AVENUE  
SAGINAW, MICHIGAN 48602-1529

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www.gsb-law.com

**LABOR  
RELATIONS**

2-17-13

SAGINAW (989) 790-2500  
FAX (989) 790-2889

DAVID M. GILBERT  
LAWRENCE WM. SMITH

February 3, 2026

Chairman Gerald Little  
Saginaw County Board of Commissioners  
111 S. Michigan Avenue  
Saginaw, Michigan 48602

SAGINAW COUNTY BOC  
FEB 3 '26 PM4:08

Re: MOU for Consideration by the Labor Relations Committee

Dear Chairman Little:

I am submitting for consideration by the Labor Relations Committee on February 9, 2026, the attached MOU between the County of Saginaw and Teamsters Local 214 regarding a proposed salary grade/schedule to address the increase in minimum wage.

I will be in attendance at the February 9<sup>th</sup> Labor Relations Committee meeting to answer any questions.

Respectfully,



David M. Gilbert  
Civil/Labor Counsel

DMG/dms  
Enclosures

MEMORANDUM OF UNDERSTANDING  
AND AGREEMENT

This MEMORANDUM OF UNDERSTANDING AND AGREEMENT made and entered into this \_\_\_\_\_ day of \_\_\_\_\_, 2026 by and between the COUNTY OF SAGINAW (“EMPLOYER”) and TEAMSTERS STATE COUNTY AND MUNICIPAL WORKERS LOCAL 214 (“UNION”) representing Commission on Aging and Public Health Department Employees.

WHEREAS the EMPLOYER and UNION are parties to a collective bargaining agreement (“CBA”) which covers the time period October 1, 2024 to September 30, 2027; and

WHEREAS beginning January 1, 2026, the State of Michigan minimum wage has exceeded the first two steps of the T-4 salary grade level; and

WHEREAS the T-4 salary grade was also identified in the Gallagher Study as being below market; and

WHEREAS the EMPLOYER desires to adopt a salary grade/schedule for a T-5 level to address the increase in the minimum wage and to help address recruitment challenges for the Driver I position from the salary grade/schedule being below market; and

WHEREAS the UNION also desires to adopt a salary grade/schedule for a T-5 level to address the increase in the minimum wage and to help address recruitment challenges for the Driver I position from the salary grade/schedule being below market.

THEREFORE, it is agreed as follows:

1. The parties agree to adopt the proposed salary grade/schedule for T-5 level, for the Driver I position, to address the January 1, 2026 minimum wage increase and recruitment challenges for the Driver I position.
2. This MOU shall be binding upon the EMPLOYER and UNION; shall not be considered precedent setting and shall not affect the CBA in any other manner than what is specifically set forth herein.

FOR THE EMPLOYER:

\_\_\_\_\_  
Mary Catherine Hannah  
Saginaw County Administrator

\_\_\_\_\_  
Jack Tany, Chairman  
Board of Commissioners

\_\_\_\_\_  
Jessica Sargent, Director

\_\_\_\_\_  
David M. Gilbert - Labor Specialist

FOR THE UNION:

\_\_\_\_\_  
Amy Roddy